

## **From the Deputy Commissioner of Re-entry**

### **Team Re-entry: Indiana's Hidden Protectors of the Public's Safety**

Indiana has the distinguished honor of being a national leader in correctional practices. We have developed programs that work: our most recent figures indicate a decrease in recidivism two years running. The American Correctional Association and Governor Mitch Daniels recently recognized the CLIFF program as an Exemplary Offender Program “that is being copied around America.” The PLUS program was chosen as the American Correctional Chaplains Association’s Judith Coleman Chaplain Offender Program. Offenders in the PLUS units have substantially lower rates of conduct reports than the general population in the same prison, and graduates are currently returning to the Department at a rate of less than five percent. Substance abuse programming, therapeutic communities, education, US Department of Labor apprenticeships, and other programs offer unprecedented opportunities for offenders to steer away from their criminal pasts towards law-abiding futures. As Hoosiers, we have a right to be proud of the accomplishments we have made.

It can be tempting at a time like this to relax our expectations of ourselves, thinking that we have reached a summit with nowhere left to go. Yet if we look, we can see that there is still so much more that we can do. There are still inefficiencies that can be abandoned. There are new ideas not yet explored. Excellent programs can be made even better as we continue to evaluate what works and why.

We remember that our efforts are not about national recognition or about the title of “leader,” but are about making a difference. It is about creating a safer Indiana for all of us to live and work. It is about changing the lives of offenders and all those that they may touch. While much of what we do day in and day out goes unrecognized or underappreciated, we can have the satisfaction of knowing that our hard work affects real lives in positive ways. As we continue to focus our attention on successful re-entry, we must never forget the fundamentals, we must never be afraid to discuss new things and better ways of breaking the cycle of chronic criminal behavior.

One step has already been taken to continue expanding upon re-entry ideas and initiatives. On Monday, February 16, the Commissioner named Mike Lloyd the Director of Transition Facilities and Community Based Programs. In this capacity, he will oversee the Community Corrections Program, Community Transition program (CTP), community re-entry centers, and the Plainfield Reentry Educational Facility (PREF). He will also respond to the challenge issued by Commissioner Buss to develop a PREF-style component in select level-one facilities.

“The opportunities for this position are both exciting and challenging,” said Director Lloyd. “My team and I will work to develop and grow more Community Corrections programs. We want to look at the CTP process and attempt to restructure the practice so we can work smarter, with less emails or phones calls to courts and facilities asking for information. Our goal will be an enhanced process for case managers to make work release referrals and for the work release facilities to develop programs that benefit the offenders for re-entry.”

Undoubtedly, re-entry remains a top priority in the IDOC, and these updates show just some of the recent progress.

#### Programs:

The Programs Division is currently in the process of conducting a review of all programs being provided in each Department of Correction Facility. The review is designed to review each program's:

- Objectives and their measurability;
- Applicability to Community Re-entry;
- Benefits to the Community;
- Impact on offender behavior;
- Impact on recidivism;
- Impact on idleness;
- Cost benefit analysis;
- Staff characteristics; and
- Overall Program benefits.

These reviews then are developed into an overall report for each facility that identifies strengths, concerns, recommendations, and opportunities. The facilities receive and review the reports, and respond as needed. The reports are then forwarded to the Executive Staff for review.

The process is intended to be a positive one, with the focus being strengths and areas of opportunity. The process will allow each facility to identify programs that are functioning well, as well as those that may need improvement. In addition, it gives the facilities the opportunity to review program resources and determine if resources should be reallocated or re-directed. From a big picture standpoint, the reviews will allow the Department to identify system-wide strengths as well as opportunities.

#### Education:

South Bend Juvenile Correctional Facility and Ivy Tech Community College have entered into a partnership to deliver work-readiness training to students. Through Ivy Tech, the juveniles are accessing courses such as WorkSmarts, IC3 Computer Certification, Cash Management, Serve Safe Certification, and Entrepreneurship. IDOC hopes to expand this pilot project to other juvenile facilities as funding becomes available.

Also, Bill Cosby set aside 5,000 copies of his new book *Come On People* to distribute to the nation's adult prison inmates with the goal of positively affecting their thinking and future behavior. Dr. Cosby has long been the champion of responsible parents, vibrant families and strong communities. Dr. Cosby, through the Correctional Education Association, requested that individual states submit a proposal on how the book would be used in correctional facilities. Based on IDOC's proposal, Dr. Cosby has approved and sent 394 copies of the book to IDOC for distribution and use.

#### Prison Rape Oversight Group:

The new Prison Rape Oversight Group (PROG) had its first meeting on January 21, 2009 at the Plainfield Correctional Facility. The PROG now consists of the following members:

- Amanda Copeland, Central Office, co-chair

- Linda Commons, Pendleton Juvenile, co-chair
- Bill Creamean, Plainfield
- John Schrader, Westville
- Rhonda Vega, Westville
- Quentin Storm, Putnamville
- Jodie Wilcox-Taylor, Indianapolis Juvenile

The mission of the PROG is to reinforce the zero-tolerance policy against sexual violence in IDOC facilities, standardize the implementation of and compliance with Prison Rape Elimination Act policies and practices across IDOC facilities, and reduce the number of incidents of staff-on-inmate and inmate-on-inmate sexual violence.

At the initial meeting, areas of concern to be addressed by the PROG were identified, including but not limited to:

- Housing for potential predators and victims;
- Use of and options for technology to monitor offenders;
- Sexual Assault Response Team creation and community Memorandums of Understanding (MOUs);
- Review of current Sexual Violence and PREA policies and practices; and
- Ensuring compliance with National Prison Rape Elimination Commissioner standards.

Each PROG member has been tasked with a specific duty/issue for follow up at the next PROG meeting scheduled for March 18, 2009 at the Miami Correctional Facility. Any facility or staff person with an issue or question they would like addressed by PROG can feel free to submit them to Amanda Copeland at 317-232-1926 or [acopeland@idoc.in.gov](mailto:acopeland@idoc.in.gov).

#### Parole Services:

Over the past 30 years, incarceration rates in Indiana have grown to unprecedented levels. Accordingly, our prisons are releasing record numbers of people each year, and nearly two-thirds are released to some form of parole or community supervision.

As offenders are released to community supervision, parole agencies play a crucial role in the promotion of public safety, reintegration, and individual accountability. We use outcome-based strategies to encourage pro-social behaviors in the areas of substance abuse, employment, health, and family relationships, while holding the individuals accountable for their behavior directly related to public safety issues.

Paroles practices of relying heavily on surveillance in a “trail ‘em, nail ‘em, and jail ‘em” fashion has proven to have little impact upon recidivism. We now focus our efforts on evidence-based treatment, services, and programs that have proven to have a significant impact upon recidivism. Moreover, with the ever-increasing amount of offenders being released from our facilities, tighter budgets, and flat lined resources it is imperative that we focus our efforts with our growing population of high-risk offenders to accomplish a recidivism reduction.

In spite of the decrease in the recidivism rate, the frequency of revocation within parole for technical and new criminal offenses contributes to an increase of our incarceration rate. This presents an excellent opportunity to reduce the recidivism rates of parolees and to manage technical violations in a cost effective way that holds individuals accountable and improves behavior and parole outcomes.

Considering the high cost of continuing business as usual in parole services, equipping our parole agencies to support successful and evidenced based re-entry initiatives should be our top priority. To accomplish this will require a commitment from facilities, parole, and law enforcement, along with some non-traditional partners such as Work Force Development, Health and Human Services and a number of faith-based providers. Supervision is only a portion, but an essential part, of the solution. The need for parole, in conjunction with other community based agencies, to effectively carry out our mission of reducing crime and aiding reintegration has never been greater. With our unique position, we can play a leadership role in forming these partnerships that are so important to successful re-entry.

#### Performance Metrics:

The Department is continuing to strive for effective program measurement and will be implementing a variety of new performance metric protocols and reporting mechanisms. To capture facility specific, relevant data a new Facility Metrics is being developed. This tool will better capture a wide array of responsibilities within facilities, from safety/security and reentry, to human resource management and fiscal accountability.

To capture internal Division performance, the Department is creating Division-specific measurements to be captured on a monthly basis that will identify areas of success for replication and issues of non-performance impediments to Division improvement.

Also in the works is a Reentry Dashboard, which is a collaborative effort between the IDOC, the Governor's office, and various state agencies. This tool will eventually be utilized to track the resources and services an offender receives prior to entry into the IDOC, during their stay in prison, and upon their release to the community.

All of this is in addition to the already collected Governor's Key Performance Indicators and Metrics that focus on specific fund center performance.